

**USEP COUNTER PROPOSAL #3**

**December 19, 2018**

**INSTRUCTIONAL ECONOMIC PROPOSAL 2018-2019**

The grandfathered pay plan and performance pay plan shall refer to the grandfathered salary schedule and performance salary schedule required by Florida Statute 1012.22. A teacher on an annual contract as of July 1, 2014, shall be automatically placed on the performance pay plan described in this proposal. A teacher on continuing contract or professional services contract will be placed on the grandfathered pay plan as described in this proposal as the default. These employees may opt into the performance pay plan if they affirmatively elect to do so and relinquish their continuing contract or professional services contract and agree to be employed on annual contract, as required by law. An employee who relinquishes his/her continuing contract or professional services contract may not return to the grandfathered pay plan or his/her continuing contract or professional services contract. Accordingly, the Board and Union have agreed to the following:

**1. Salaries**

**A. Salary Schedules**

1. Salary increases for 2018-2019 will be in compliance with Florida Statute 1012.22 and will be paid according to the performance pay plan and grandfathered plan as described in this proposal.
2. ~~\$5,914,918 \$7,097,902 \$8,857,095 \$10,628,515~~ will be provided for total instructional salary increases. One half of this amount, ~~\$2,957,459 \$3,548,951 \$4,428,547 \$5,314,257~~, will be provided for instructional employees to receive a cost of living increase of ~~one point two five percent (1.25%) one point five percent (1.5%) one point eight seven five percent (1.875%) two point two five percent (2.25%)~~ of their current base pay, exclusive of all supplements. Instructional employees with an instructional seniority date before June 1, 2018, will be eligible for the cost of living increase described in this paragraph.
3. The following formula will be used to determine the distribution of the remaining ~~\$2,957,459 \$3,548,951 \$4,428,547 \$5,314,257~~ which will be made available for instructional salary increases pursuant to the performance pay plan and grandfathered pay plan.
  - a. Define the number of teachers in each base category: Grandfather (GF), PFP Effective (E), PFP Highly Effective (HE). Grandfather equals 1.32 salary factor, PFP Effective equals 1 salary factor and PFP Highly Effective equals 1.33 salary factors.
  - b. For the 2018-2019 school year, summative evaluations for 2016-2017 shall be used to determine whether a teacher on the performance pay plan is Effective or Highly Effective. Teachers who are on the performance pay plan who received less than an Effective summative evaluation for 2016-2017 will not be eligible for an increase in salary under the performance pay plan. Teachers who are on the performance pay plan who did not receive a summative evaluation for 2016-2017 will receive one half of the grandfathered salary factor increase if they worked sufficient days in 2017-2018 to have met the year of service requirement. Teachers who are on the performance pay plan will receive the appropriate increase for earning Highly Effective or Effective as described above if they worked sufficient days in 2017-2018 to have met the year of service requirement. Teachers who are on the grandfathered pay plan will receive the grandfathered salary factor increase if they worked sufficient dates in 2017-2018 to have met the year of service requirement.
  - c. Multiply the number of teachers in each category by the corresponding factor.
  - d. Divide the total amount of funds available by the total teacher factor.
  - e. Multiply the amount determined by the factor for each category to determine salary increase.

<b>Base Categories</b>	<b>Salary Factor/Share Value</b>
PFP if worked sufficient days but no 15-16 evaluation	.5
Grandfathered	1.32
PFP Effective	1
PFP Highly Effective	1.33

4. The District will cover the cost of additional required contributions to the Florida Retirement System. The District will also continue to provide \$250,000 for non-recurring one-time supplements for teachers who meet the criteria for differentiated pay categories. Teachers will be eligible for this supplement provided that they are employed in Title One eligible or DDD/F schools or are employed and properly certified in critical shortage subject areas as defined by the District from October 1, 2018 – April 30, 2019. For the 2018-2019 school year, Critical Shortage for the purposes of differentiated pay is defined as: Speech Language Pathologist, Teacher - Autism Spectrum Disorder, Teacher - Emotionally Behaviorally Disabled, Teacher - High School Math, Teacher - High School Science, Teacher - Middle School Math, Teacher – Middle School Science, Certified School Counselor: Elementary, Middle and High, Teacher - Varying Exceptionalities.

Teachers are eligible to receive a supplement meeting the criteria for Title One eligible or DDD/F but not both. Teachers on the performance pay plan and grandfathered pay plan are eligible for these supplements.

#### **Differentiated Pay Categories/Supplements**

Title One eligible or DDD/F

Critical Shortage

5. The placement schedules contained in Addendum A will be used to place instructional employees hired on or after July 1, 2018, onto the instructional salary range.
  6. Following the ratification of this agreement and processing of the salary increases outlined above, all teachers will be provided a copy of their contract that will reflect their base salary for the 2018-2019 year.
  7. Instructional employees hired after July 1, 2018, will be paid year round on the 26-pay cycle. Those hired before July 1, 2018, will have the option of remaining on the 22-pay cycle with a lump sum payment at the end of the school year or may choose to enter the year round 26-pay cycle. When an employee moves to a 26-pay cycle, he/she will remain on the year round 26-pay cycle and may not opt back into the 22-pay cycle.
  - ~~8. Each eligible member of the bargaining unit will receive a non-recurring bonus payment to be determined by the Board and the Union and based upon funds identified as surplus in the Health Insurance program as of June 30, 2018, after all items in Fringe Benefits of this proposal have been addressed.~~
- B. Except as otherwise noted, supplement schedule amounts will remain the same as during the 2017-2018 school year.
- C. The payment and increases shown above will be provided retroactively to July 1, 2018, for current bargaining unit members employed on the date of Board ratification. However, such increases will not be provided to bargaining unit members who left the District prior to Board ratification for any reason other than retirement.
- D. In addition, should the District's budgetary status improve during the 2018-2019 school year, the Board and the Union agree to meet to examine the possibility of compensation improvement.

#### **2. Additional Compensation for Teachers Providing Additional Instruction**

For the 2018-2019 school year, teachers who agree to provide an additional period of instruction beyond what is expected of other teachers at his/her school shall be paid a supplement of \$5,500 annually, or \$2,750 on a semester basis ~~an additional .2 if doing so requires that the teacher give up designated planning time during the student contact day.~~ Full time teachers at Marchman Technical College employed prior to July 1, 1997, shall continue to receive this supplement rate of pay.

~~The Board and the Union agree to establish a Task Force on Class Size to evaluate and recommend possible remedies for increased instructional responsibilities resulting from unfilled instructional allocations, master schedule issues, and other factors.~~

#### **3. Fingerprint Retention Fees**

The Board will continue to pay fingerprint retention fees for teachers, estimated to be \$34,806 for the 2018-2019 school year.

**4. Fringe Benefits**

The Board agrees to contribute \$6785.00 (no increase from 2018) per eligible employee, toward the cost of the health insurance benefits package for the 2019 insurance plan year.

The Board’s contribution will be used to pay those premiums associated with the fully-insured benefits contained in the health insurance benefit package, to pay all claims and administrative costs incurred and associated with the self-insured benefits contained in the health insurance benefit package, and to contribute towards the insurance reserve account for the self-insured benefits contained in the health insurance benefit package. For the 2018-2019 school year, the District will continue to offer the annual health risk assessment incentive of up to \$250 per employee.

Should there be any surplus once the District has set aside funds to pay all fully insured premiums, all self-insured incurred claims, all administrative costs associated with the health insurance benefits package, and funded the insurance reserve/surplus account to the level identified by the District Insurance Committee, then such surplus will be placed in the insurance reserve/surplus account and ~~the Board and Union will meet to decide how best to utilize excess funds which may include application of funds~~ applied towards the insurance costs and/or reserve for the 2020 plan year. Should increases in costs for the products and services contained in the health insurance benefit package require an additional District contribution in excess of the operating dollars budgeted for the 2019 benefit year, the Board and the Union will meet to decide how to balance any such deficit.

In addition, the alternative “opt-out” program shall be provided to bargaining unit members with existing coverage who do not choose one of the Board-approved health insurance plans. The amount of this “opt-out” will be \$1,200.

Effective with the 2013-2014 school year, employees receiving the District’s health insurance benefit package who terminate employment after working through the final day of his/her respective work calendar shall continue to receive Board contributions towards his/her health insurance benefit package through the end of August of that plan year.

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For the Board

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Date

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For the Union

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Date